

# Company ABC Exit Survey

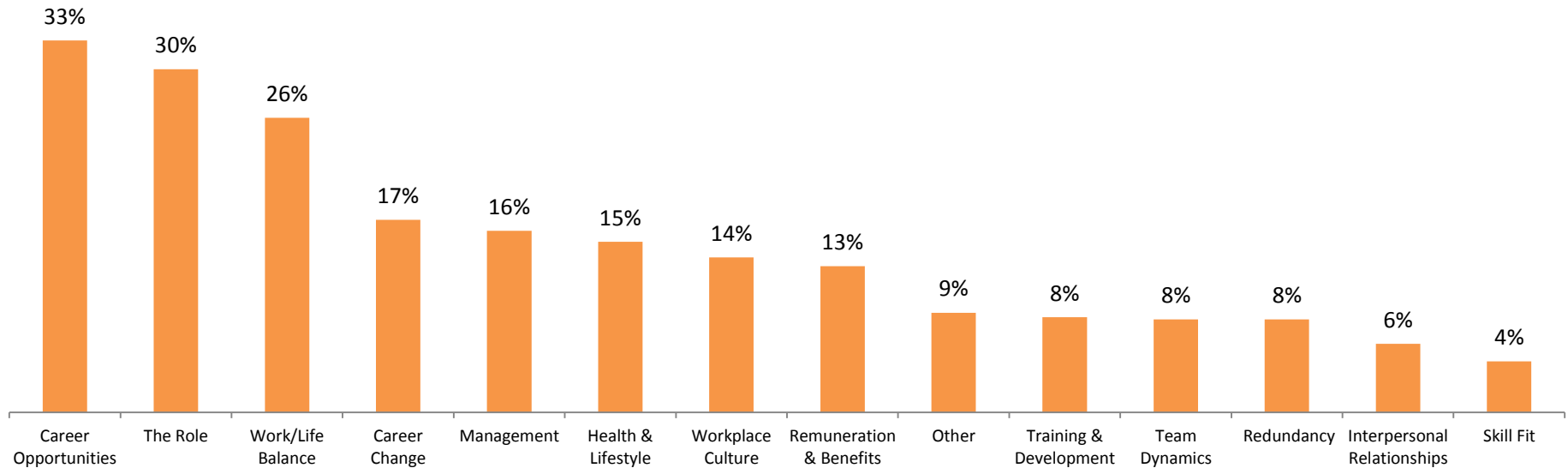
Quarter 3 Results | 2016



# Main reasons for leaving

Departing employees can select up to 3 main reasons for leaving Company ABC.

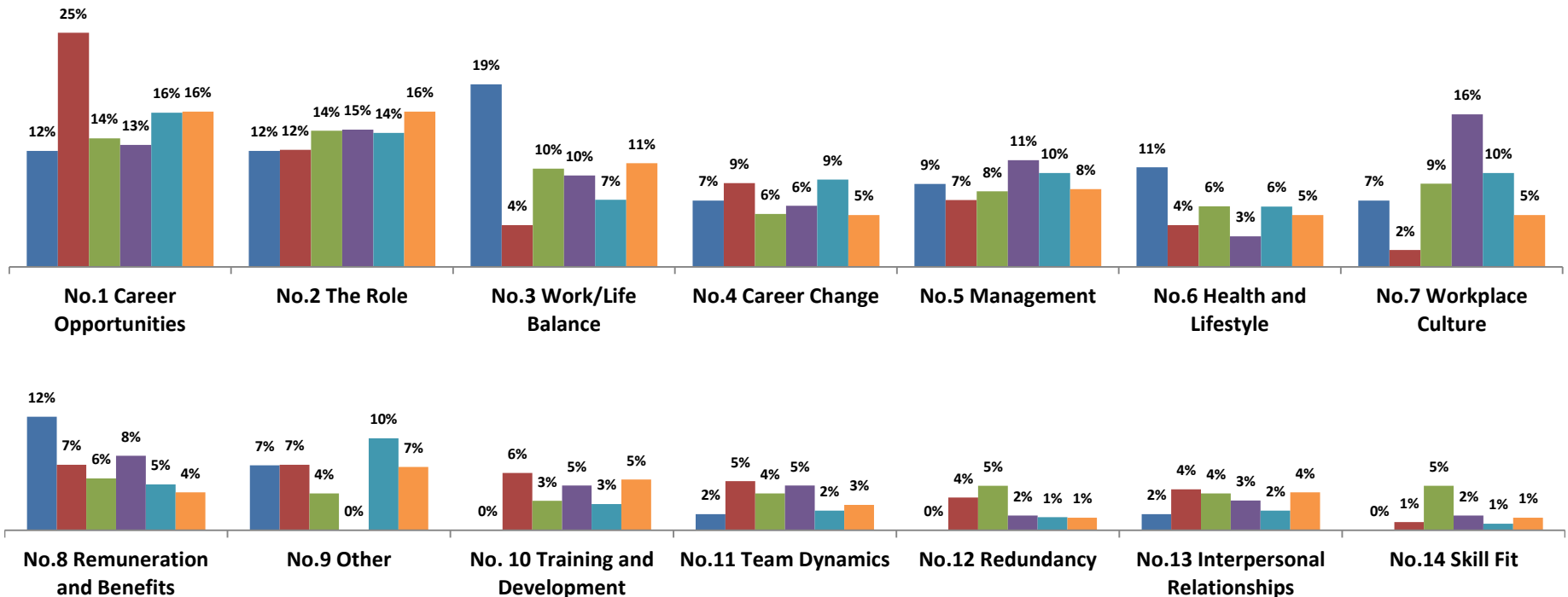
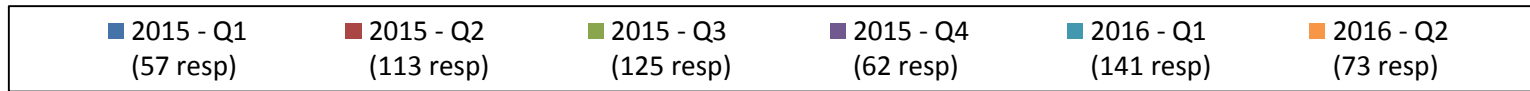
The % figures in the column chart below represent the % of departing employees who selected each reason for leaving. The data in the chart has been collected over the past 18 months.



\* Respondents: 278

# Main reasons for leaving – trends over time

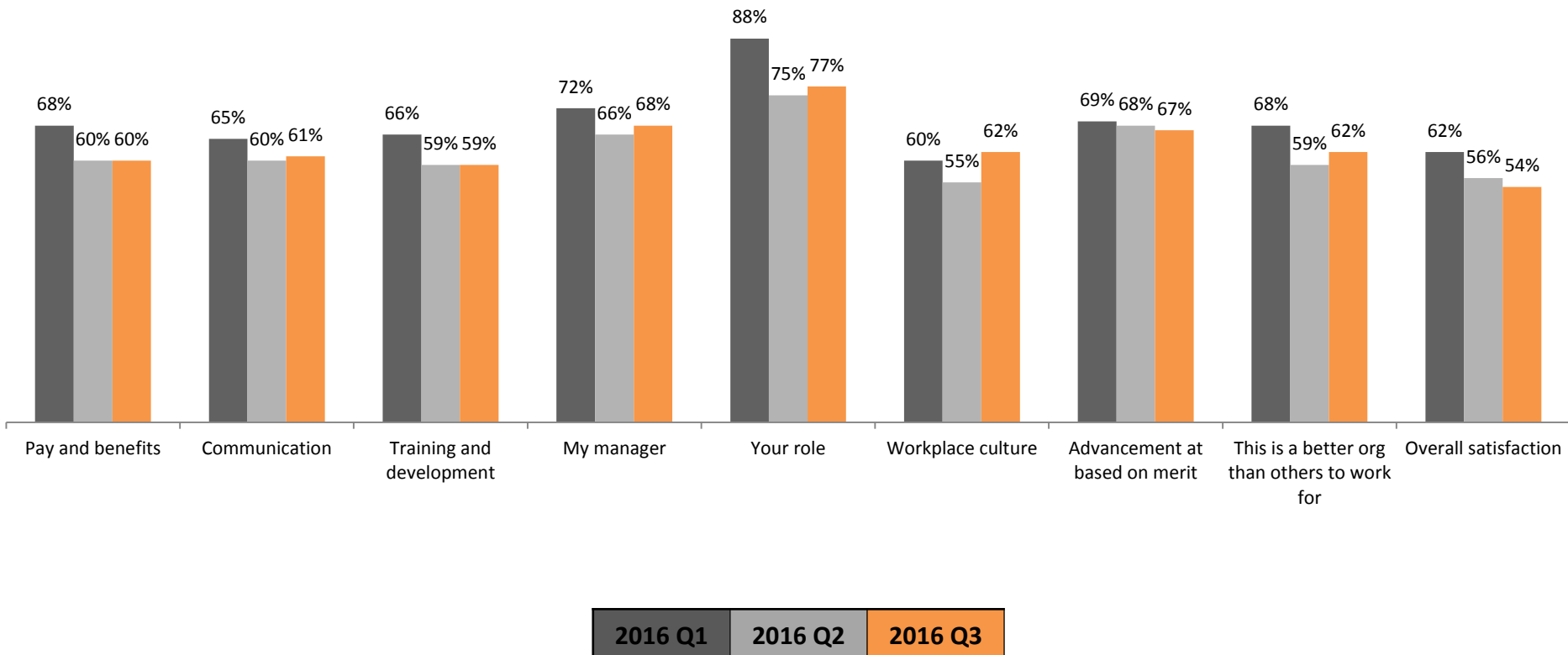
**Departing employees can select up to 3 main reasons for leaving.** The % figures in the column charts below represent the % of employees who selected that particular reason for leaving in each quarter.



# Key theme results

Departing employees are asked to rate their overall level of satisfaction for questions that relate to the following key themes.

The % figures in the column chart below represent the weighted score for each theme, for the past three quarters in 2016.



# Individual question results

The table below contains 12 Exit Survey questions that we are using to measure the impact of various HR projects that have been implemented, to try and improve our employee value proposition and retention.

Exit Survey Question	Yearly Comparisons			Quarterly Comparisons							
	138 surveys	140 surveys		62 surveys	181 surveys	73 surveys	n/a				
	FY 2015	FY 2016	% change from FY 2015 to FY 2016	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Change from FY 2015 average to Q1 2016	% change from Q1 to Q2	% change from Q2 to Q3	% change from Q3 to Q4
Question 1	49.1%	49.2%	0.1%	45.6%	54.2%	31.3%	n/a	-3.5%	8.6%	-22.9%	n/a
Question 2	52.3%	45.3%	-7.1%	48.5%	56.6%	37.5%	n/a	-3.8%	8.0%	-19.1%	n/a
Question 3	51.1%	46.2%	-4.9%	44.1%	56.0%	40.6%	n/a	-7.0%	11.8%	-15.3%	n/a
Question 4	62.1%	61.6%	-0.4%	63.2%	63.7%	56.3%	n/a	1.2%	0.5%	-7.4%	n/a
Question 5	49.5%	45.7%	-3.8%	47.1%	51.8%	46.9%	n/a	-2.4%	4.7%	-4.9%	n/a
Question 6	41.2%	37.4%	-3.8%	41.2%	45.2%	21.9%	n/a	0.0%	4.1%	-23.4%	n/a
Question 7	55.9%	61.8%	5.9%	58.8%	58.9%	40.6%	n/a	2.9%	0.1%	-18.3%	n/a
Question 8	53.8%	54.1%	0.3%	55.9%	54.8%	50.0%	n/a	2.1%	-1.1%	-4.8%	n/a
Question 9	53.1%	53.2%	0.2%	54.4%	54.2%	50.0%	n/a	1.4%	-0.2%	-4.2%	n/a
Question 10	47.8%	41.3%	-6.5%	48.5%	50.6%	37.5%	n/a	0.7%	2.1%	-13.1%	n/a
Question 11	57.0%	55.7%	-1.3%	58.8%	58.3%	46.9%	n/a	1.8%	-0.5%	-11.5%	n/a
Question 12	54.1%	54.7%	0.5%	54.4%	53.6%	56.3%	n/a	0.3%	-0.8%	2.7%	n/a

The way staff are given far more work than what is manageable. Create a culture to ensure staff feel their wellbeing is important to the company.

I didn't plan to leave, I was head hunted .

Lack of ability to develop and put my studies (which were funded by ABC) into practice.

The work I have been assigned is not challenging and has not been developing my skills or capabilities. I am seeking a change to further continue my development.

The continual change of structure in the business. The focus always seems to be more on the bottom line and less on the people who work here.

## Why are departing employees leaving in Q3 2016?

I was overlooked several years ago for one a position within my department. My boss gave the position to less qualified/suitable person who is publically under performing, but some how this is being swept under the carpet.

The performance rating process which is subjective and unfair.

I have enjoyed all aspects of my time with Company ABC and I don't think there is anything I would change. I just wanted to work in a completely different industry.

My inability to obtain flexible work hours to meet family demands. Being a primary caregiver was not understood by the business

My manager does not care about my career or my progression

I was offered a position elsewhere that meets all my long term career aspirations with a significant salary increase.